

system would include research projects for the prevention of neural tube defects, one-half of which could be prevented if women of child bearing age consumed a small amount of folic acid daily. In addition, this legislation would set up public education programs to teach more women about the importance of folic acid to the health of their children.

And so together with the March of Dimes I encourage my colleagues to pass this important legislation.●

#### EMPLOYMENT NON-DISCRIMINATION ACT

● Ms. MOSELEY-BRAUN. Mr. President, our Nation benefits when every citizen has the opportunity to contribute to the best of his or her ability to the economy, to the society, and to the country. Discrimination, in any form, prevents the utilization of all available talents and makes our future less bright than it could be—less bright than it should be. It is for this reason that I join my colleagues, Senator KENNEDY, Senator JEFFORDS, and Senator LIEBERMAN, in cosponsoring the Employment Non-Discrimination Act [ENDA].

The Employment Non-Discrimination Act prohibits employment discrimination based on sexual orientation. It creates no special rights, or quotas, it merely ensures that gay and lesbian Americans have the same rights as every other American in the workplace.

Employment discrimination impedes economic competitiveness, frustrates fairness, and obstructs opportunity.

Employment discrimination impedes economic competitiveness for America's businesses. Our work force is what makes America strong. Discrimination only serves to lessen that strength. Many companies have already adopted their own antidiscrimination policies, recognizing the negative impact discrimination can have on their continuing competitiveness. These businesses understand that there is no place for discrimination as we transition into the 21st century's global workplace.

Unfortunately, not all businesses understand this yet, and in 39 States, employment discrimination based on sexual orientation is still legal. There are many documented cases highlighting the fact that discrimination in the workplace still occurs. Without national legislation to protect all Americans, cases of discrimination against gay men and lesbian women will continue to occur unchallenged and businesses, and thus our national economy, will continue to suffer.

Employment discrimination is fundamentally unfair. Each of us should be allowed to fully participate in society, regardless of our gender, race, or sexual orientation. ENDA prohibits giving preferential treatment to any individual based on sexual orientation. Employers may not provide special treatment to gay men, lesbians, or heterosexuals. The bill provides that

an employer may not use the fact of an individual's sexual orientation as the basis for positive or negative action against that individual in employment opportunities. Americans should not be promoted, nor should they be held back, by conditions that have nothing to do with merit, or talents and abilities.

Employment discrimination obstructs opportunity for America's workers. If there is any objective that should command complete American consensus, it is ensuring that every American has the chance to succeed—and that, in the final analysis, is what this bill is about. No issue is more critical to our country, and nothing makes a bigger difference in a person's life than opening up opportunities.

The basic principle we should keep in mind is that every American must have the opportunity to advance as far in their field as their hard work will take them. That is the American way. Gay and lesbian Americans should not have to face discrimination in the workplace, should not face dismissal, be denied promotions, or experience harassment, simply because of their sexual orientation.

In endorsing the Employment Non-Discrimination Act in the 104th Congress the American Bar Association wrote:

Over the years, and with some struggle, this nation has extended employment discrimination protection to individuals on the basis of race, religion, gender, national origin, age, and disability. ENDA takes the next necessary step by extending this same basic protection to another group that has been vilified and victimized—gay men, lesbians, and bisexuals. All workers, regardless of their sexual orientation, are entitled to be judged on the strength of the work they do; they should not be deprived of their livelihood because of the prejudice of others.

This is an eloquent statement of one of the fundamental tenets of the United States of America—equal opportunity for all. This Nation was founded by people fleeing prejudice and discrimination. ENDA continues that legacy.

As a matter of fundamental fairness and because all workers should be entitled to legal protection and opportunity in the work force, I urge my colleagues to join me in supporting the Employment Non-Discrimination Act.●

#### TRIBUTE TO ATLAS ADVANCED PYROTECHNICS, RECENT WINNER OF THE NATIONAL PARK SERVICE'S 1997 INDEPENDENCE DAY AERIAL FIREWORKS DISPLAY

● Mr. SMITH of New Hampshire. Mr. President, I rise today to pay tribute to Atlas Advanced Pyrotechnics, the Granite State's largest pyrotechnics design firm, on winning the National Park Service's 1997 Independence Day aerial fireworks display, to be held July 4 by the Washington Monument in Washington, DC.

Atlas Advanced Pyrotechnics is well known in the New Hampshire community for some of their spectacular shows like the annual Rock 101

Skyshow and Jaffery's Festival of Fireworks. Atlas won the North American Pyrotechnics Competition in 1994 and was the United States representative at the 1995 Benson and Hedges International Pyrotechnics Competition in Montreal, Canada.

Atlas will light the sky over the Nation's Capital with more than 3,000 shells in 20 minutes. The entire show will be digitally synchronized to patriotic music of Copeland, Gershwin, Bernstein, and Eubie Blake.

In addition to this year's fireworks display on the Mall in Washington DC, the National Park Service has also awarded Atlas the prestigious Harper's Ferry Historical Park display on June 28, at Harper's Ferry, WV.

I commend Atlas for their hard work and dedication that has earned them such prestigious awards. I applaud the people of Atlas for their accomplishments in bringing joy to the American public. I wish them a very happy Fourth of July.●

#### COMPREHENSIVE TEST BAN TREATY

● Mr. KOHL. Mr. President, I rise today in support of the Comprehensive Test Ban Treaty [CTBT]. Along with many of my colleagues, I call upon the Senate to ratify this important treaty which will help to prevent the proliferation of nuclear weapons, improve the environment in which we live, save billions of dollars, and enhance the security of our Nation.

The CTBT prohibits all nuclear test explosions worldwide. The treaty establishes an international agency to coordinate nuclear policy and verify test ban compliance through an International Monitoring System, onsite inspections, consultation and clarification, and confidence-building measures. The treaty is quite simple, really, and it is something that Americans have wanted for a long time.

"The conclusion of such a treaty \* \* \* would check the spiraling arms race in one of its most dangerous areas. It would place nuclear powers in a position to deal more effectively with one of the great hazards which man faces \* \* \* the further spread of nuclear arms. It would increase our security; it would decrease the prospects of war. Surely this goal is sufficiently important to require our steady pursuit, yielding neither to the temptation to give up the whole effort nor the temptation to give up our insistence on vital and responsible safeguards."

Those words, so appropriate today, were spoken 34 years ago by President John F. Kennedy, in an historic speech at American University. In that speech, the President announced the beginning of high-level discussions among the United States, the Union of Soviet Socialist Republics, and the United Kingdom regarding "a comprehensive test ban treaty." Even then,